

September 24, 2018

VIA US MAIL AND FACSIMILE (517) 373-7794

Stephanie Beckhorn, Director
Michigan Workforce Development Agency
Victor Office Center – 4th Floor
201 North Washington Square
Lansing, MI 48913

Re: Notice to the State of Michigan of Mass Layoff

Dear Ms. Beckhorn,

While Great North Foods believes that the *Worker Adjustment and Retraining Notification Act* ("WARN") does not apply in this case, this letter will serve to provide you notice under WARN that a permanent mass layoff of employees could occur at 170 N. Industrial Highway, Alpena, MI 49707. Based on the best information available, we anticipate that a significant number of employees could be laid off on November 28, 2018. Employees will be laid off in accordance with the Labor Contract and Letter of Understanding between Great North Foods and the Union. Further information can be obtained from Jim Kent at (989) 356-2281.

Many of the potentially impacted employees are represented by the General Teamsters, Local No. 406. The following are the names and address of the chief elected officers of the Union.

Mr. Grant Hemenway, Business Agent	Mr. David Dumond, President
Teamsters Local 406	Teamsters Local 406
3315 Eastern Ave. SE	3315 Eastern Ave. SE
Grand Rapids, Michigan 49508	Grand Rapids, Michigan 49508

The attached list indicates the job title or position potentially affected and the number of employees currently in each job title or position. Bumping rights exist for those employees represented by the Union. There are no bumping rights for employees not represented by the Union.

Very truly yours,



Jim Kent
President
Great North Foods

Job Titles	Count of Job Title
Customer Service Representative	2
Accounts Receivable Clerk	1
Order Picker (Nights)	1
Mechanics Assistant	1
Mechanic	1
Buyers Assistant	1
Buyer	1
Operations Manager	1
Controller Office Manager	1
Programmer PC Tech	1
Data Processing Manager	1
Lift Truck Operator	5
Truck Driver	1
Relief Driver	1